

NOBLE AUTOMOTIVE - NEWTON IA 50208

| Comp # | Dept #    | Employee # | Clock #                 | Social Security # | Name         | Pay Period      | Pay #     | Pay Date | Check #  |         |         |      |         |     |      |          |     |
|--------|-----------|------------|-------------------------|-------------------|--------------|-----------------|-----------|----------|----------|---------|---------|------|---------|-----|------|----------|-----|
| 1      | 04        | 91011      |                         |                   | ROBERT C HAM | ENDING 01/21/11 | 5         | 01/28/11 | 4577     |         |         |      |         |     |      |          |     |
| Type   | Hours     | Rate       | Earnings                | YTD               | Type         | Earnings        | YTD       | Type     | Ded Amt  | Type    | Ded Amt | Type | Ded Amt | YTD | Code | ST/Local | YTD |
| REG    | 1483      | 180000     | 26694<br>*****<br>***** | 259560            |              |                 |           |          |          |         |         |      |         |     |      |          |     |
|        |           |            |                         |                   |              |                 |           |          |          |         |         |      |         |     |      |          |     |
| This   | Gross Pay |            | Fed Tax                 | S.S. Tax          | Medi Tax     | State Tax       | Local Tax | SUI/SDI  | Misc Ded | Net Pay |         |      |         |     |      |          |     |
| Pay    | 26694     |            |                         | 1121              | 387          | 395             |           |          |          | 24791   |         |      |         |     |      |          |     |
| YTD    | 273960    |            | 10533                   | 9592              | 3311         | 7296            |           |          |          | 195249  |         |      |         |     |      |          |     |

BEGINNING PAY PERIOD DATE: 1.15

NOBLE AUTOMOTIVE - NEWTON IA 50208

| Comp # | Dept #    | Employee # | Clock #                 | Social Security # | Name         | Pay Period      | Pay #   | Pay Date | Check # |      |         |      |         |       |      |          |     |
|--------|-----------|------------|-------------------------|-------------------|--------------|-----------------|---------|----------|---------|------|---------|------|---------|-------|------|----------|-----|
| 1      | 04        | 91011      |                         |                   | ROBERT C HAM | ENDING 01/14/11 | 3       | 01/21/11 | 4530    |      |         |      |         |       |      |          |     |
| Type   | Hours     | Rate       | Earnings                | YTD               | Type         | Earnings        | YTD     | Type     | Ded Amt | Type | Ded Amt | Type | Ded Amt | YTD   | Code | ST/Local | YTD |
| REG    | 3770      | 180000     | 67860<br>*****<br>***** | 202860            |              |                 |         |          |         |      |         | UNI  | 645     | 1750  |      |          |     |
|        |           |            |                         |                   |              |                 |         |          |         |      |         | INS  | 11396   | 32271 |      |          |     |
| This   | Gross Pay | Fed Tax    | S.S. Tax                | Medi Tax          | State Tax    | Local Tax       | SUI/SDI | Misc Ded | Net Pay |      |         |      |         |       |      |          |     |
| Pay    | 67860     | 2704       | 2372                    | 819               | 2023         |                 |         | 12041    | 47901   |      |         |      |         |       |      |          |     |
| YTD    | 217260    | 10533      | 7689                    | 2655              | 6870         |                 |         |          | 153975  |      |         |      |         |       |      |          |     |

BEGINNING PAY PERIOD DATE: 1.8

NOBLE AUTOMOTIVE - NEWTON IA 50208

| Comp # | Dept #    | Employee # | Clock #                 | Social Security # | Name         | Pay Period      | Pay #   | Pay Date | Check # |      |         |      |         |       |      |          |     |
|--------|-----------|------------|-------------------------|-------------------|--------------|-----------------|---------|----------|---------|------|---------|------|---------|-------|------|----------|-----|
| 1      | 04        | 91011      |                         |                   | ROBERT C HAM | ENDING 01/28/11 | 6       | 02/04/11 | 4592    |      |         |      |         |       |      |          |     |
| Type   | Hours     | Rate       | Earnings                | YTD               | Type         | Earnings        | YTD     | Type     | Ded Amt | Type | Ded Amt | Type | Ded Amt | YTD   | Code | ST/Local | YTD |
| REG    | 4640      | 180000     | 83520<br>*****<br>***** | 343080            |              |                 |         |          |         |      |         | UNI  | 645     | 3040  |      |          |     |
|        |           |            |                         |                   |              |                 |         |          |         |      |         | INS  | 11396   | 55063 |      |          |     |
| This   | Gross Pay | Fed Tax    | S.S. Tax                | Medi Tax          | State Tax    | Local Tax       | SUI/SDI | Misc Ded | Net Pay |      |         |      |         |       |      |          |     |
| Pay    | 83520     | 4770       | 3029                    | 1046              | 2934         |                 |         | 12041    | 59700   |      |         |      |         |       |      |          |     |
| YTD    | 357480    | 15303      | 12621                   | 4357              | 10230        |                 |         |          | 254949  |      |         |      |         |       |      |          |     |

BEGINNING PAY PERIOD DATE: 2.1

NOBLE AUTOMOTIVE - NEWTON IA 50208

| Comp # | Dept #    | Employee # | Clock #                 | Social Security # | Name         | Pay Period      | Pay #   | Pay Date | Check # |      |         |      |         |       |      |          |     |
|--------|-----------|------------|-------------------------|-------------------|--------------|-----------------|---------|----------|---------|------|---------|------|---------|-------|------|----------|-----|
| 1      | 04        | 91011      |                         |                   | ROBERT C HAM | ENDING 01/21/11 | 4       | 01/28/11 | 4556    |      |         |      |         |       |      |          |     |
| Type   | Hours     | Rate       | Earnings                | YTD               | Type         | Earnings        | YTD     | Type     | Ded Amt | Type | Ded Amt | Type | Ded Amt | YTD   | Code | ST/Local | YTD |
| REG    | 1667      | 180000     | 30006<br>*****<br>***** | 232866            |              |                 |         |          |         |      |         | UNI  | 645     | 2395  |      |          |     |
|        |           |            |                         |                   |              |                 |         |          |         |      |         | INS  | 11396   | 43667 |      |          |     |
| This   | Gross Pay | Fed Tax    | S.S. Tax                | Medi Tax          | State Tax    | Local Tax       | SUI/SDI | Misc Ded | Net Pay |      |         |      |         |       |      |          |     |
| Pay    | 30006     |            | 782                     | 269               | 31           |                 |         | 12041    | 16883   |      |         |      |         |       |      |          |     |
| YTD    | 247266    | 10533      | 8471                    | 2924              | 6901         |                 |         |          | 170458  |      |         |      |         |       |      |          |     |

BEGINNING PAY PERIOD DATE: 1.15

## NOBLE AUTOMOTIVE - NEWTON IA 50208

| Comp # | Dept #    | Employee # | Clock #                 | Social Security # | Name         | Pay Period      | Pay #   | Pay Date | Check # |      |         |      |         |       |      |          |     |
|--------|-----------|------------|-------------------------|-------------------|--------------|-----------------|---------|----------|---------|------|---------|------|---------|-------|------|----------|-----|
| 1      | 04        | 91011      |                         |                   | ROBERT C HAM | ENDING 12/31/10 | 1       | 01/07/11 | 4468    |      |         |      |         |       |      |          |     |
| Type   | Hours     | Rate       | Earnings                | YTD               | Type         | Earnings        | YTD     | Type     | Ded Amt | Type | Ded Amt | Type | Ded Amt | YTD   | Code | ST/Local | YTD |
| REG    | 3110      | 180000     | 55980<br>*****<br>***** | 55980             |              |                 |         |          |         |      |         | UNI  | 460     | 460   |      |          |     |
|        |           |            |                         |                   |              |                 |         |          |         |      |         | DEN  | 1917    | 1917  |      |          |     |
|        |           |            |                         |                   |              |                 |         |          |         |      |         | INS  | 10639   | 10639 |      |          |     |
| This   | Gross Pay | Fed Tax    | S.S. Tax                | Medi Tax          | State Tax    | Local Tax       | SUI/SDI | Misc Ded | Net Pay |      |         |      |         |       |      |          |     |
| Pay    | 55980     | 1400       | 1823                    | 630               | 1274         |                 |         | 13016    | 37837   |      |         |      |         |       |      |          |     |
| YTD    | 55980     | 1400       | 1823                    | 630               | 1274         |                 |         |          | 37837   |      |         |      |         |       |      |          |     |

BEGINNING PAY PERIOD DATE: 1.1

## NOBLE AUTOMOTIVE - NEWTON IA 50208

| Emp # | Dept # | Employee # | Clock #  | Social Security # | Name         | Pay Period      | Pay # | Pay Date | Check # |      |         |      |         |       |      |          |     |
|-------|--------|------------|----------|-------------------|--------------|-----------------|-------|----------|---------|------|---------|------|---------|-------|------|----------|-----|
| 1     | 04     | 91011      |          |                   | ROBERT C HAM | ENDING 01/07/11 | 2     | 01/14/11 | 4492    |      |         |      |         |       |      |          |     |
| type  | Hours  | Rate       | Earnings | YTD               | Type         | Earnings        | YTD   | Type     | Ded Amt | Type | Ded Amt | Type | Ded Amt | YTD   | Code | ST/Local | YTD |
| REG   | 4390   | 180000     | 79020    | 135000            |              |                 |       |          |         |      |         | UNI  | 645     | 1105  |      |          |     |
| IOL   | 800    | 180000     | 14400    | 14400             |              |                 |       |          |         |      |         | INS  | 10236   | 20875 |      |          |     |
|       |        |            | 93420    | <-TOT REG         |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            | *****    |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |
|       |        |            |          |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |

BEGINNING PAY PERIOD DATE: 1.1

## NOBLE AUTOMOTIVE - NEWTON IA 50208

| Comp # | Dept #    | Employee # | Clock #  | Social Security # | Name         | Pay Period      | Pay #   | Pay Date | Check # |      |         |      |         |       |      |          |     |
|--------|-----------|------------|----------|-------------------|--------------|-----------------|---------|----------|---------|------|---------|------|---------|-------|------|----------|-----|
| 1      | 04        | 91011      |          |                   | ROBERT C HAM | ENDING 12/24/10 | 46      | 12/31/10 | 4431    |      |         |      |         |       |      |          |     |
| Type   | Hours     | Rate       | Earnings | YTD               | Type         | Earnings        | YTD     | Type     | Ded Amt | Type | Ded Amt | Type | Ded Amt | YTD   | Code | ST/Local | YTD |
| REG    | 3410      | 180000     | 61380    | 2016774           |              |                 |         |          |         |      |         | UNI  | 460     | 23920 |      |          |     |
| HOL    | 800       | 180000     | 14400    | 72000             |              |                 |         |          |         |      |         | DEN  | 1917    | 7658  |      |          |     |
| TRN    | 100       | 180000     | 1800     | 99540             |              |                 |         |          |         |      |         | INS  | 10639   | 42556 |      |          |     |
|        |           |            | 77580    | <-TOT REG         |              |                 |         |          |         |      |         |      |         |       |      |          |     |
|        |           |            | *****    |                   |              |                 |         |          |         |      |         |      |         |       |      |          |     |
| This   | Gross Pay | Fed Tax    | S.S. Tax | Medi Tax          | State Tax    | Local Tax       | SUI/SDI | Misc Ded | Net Pay |      |         |      |         |       |      |          |     |
| Pay    | 77580     | 2648       | 4032     | 942               | 2596         |                 |         | 13016    | 54346   |      |         |      |         |       |      |          |     |
| YTD    | 2224254   | 54182      | 134790   | 31523             | 70047        |                 |         |          | 1856568 |      |         |      |         |       |      |          |     |

BEGINNING PAY PERIOD DATE: 12.18

## NOBLE AUTOMOTIVE - NEWTON IA 50208

| Comp # | Dept #    | Employee # | Clock #                 | Social Security # | Name         | Pay Period      | Pay #   | Pay Date | Check # |      |         |      |         |       |      |          |     |
|--------|-----------|------------|-------------------------|-------------------|--------------|-----------------|---------|----------|---------|------|---------|------|---------|-------|------|----------|-----|
| 1      | 04        | 91011      |                         |                   | ROBERT C HAM | ENDING 12/17/10 | 45      | 12/24/10 | 4388    |      |         |      |         |       |      |          |     |
| Type   | Hours     | Rate       | Earnings                | YTD               | Type         | Earnings        | YTD     | Type     | Ded Amt | Type | Ded Amt | Type | Ded Amt | YTD   | Code | ST/Local | YTD |
| REG    | 4520      | 180000     | 81360<br>*****<br>***** | 1955394           |              |                 |         |          |         |      |         | UNI  | 460     | 23460 |      |          |     |
|        |           |            |                         |                   |              |                 |         |          |         |      |         | DEN  | 1917    | 5751  |      |          |     |
|        |           |            |                         |                   |              |                 |         |          |         |      |         | INS  | 10639   | 31917 |      |          |     |
| This   | Gross Pay | Fed Tax    | S.S. Tax                | Medi Tax          | State Tax    | Local Tax       | SUI/SDI | Misc Ded | Net Pay |      |         |      |         |       |      |          |     |
| Pay    | 81360     | 3215       | 4266                    | 998               | 2814         |                 |         | 13016    | 57051   |      |         |      |         |       |      |          |     |
| YTD    | 2146674   | 51534      | 130758                  | 30581             | 67451        |                 |         |          | 1802222 |      |         |      |         |       |      |          |     |

BEGINNING PAY PERIOD DATE: 12.11

NO REORDER CATALOG # 6001122 &amp; 6001152

NO REORDER CATALOG # 6001122 &amp; 6001152

O REORDER CATALOG # 6001122 & 6001152

NOBLE AUTOMOTIVE - NEWTON IA 50208

| Comp #  | Dept # | Employee # | Clock #                 | Social Security # | Name         | Pay Period      | Pay # | Pay Date | Check # |      |         |      |         |       |      |          |     |      |           |  |         |          |          |           |           |         |          |         |
|---------|--------|------------|-------------------------|-------------------|--------------|-----------------|-------|----------|---------|------|---------|------|---------|-------|------|----------|-----|------|-----------|--|---------|----------|----------|-----------|-----------|---------|----------|---------|
|         | 04     | 91011      |                         |                   | ROBERT C HAM | ENDING 02/04/11 | 7     | 02/11/11 | 4631    |      |         |      |         |       |      |          |     |      |           |  |         |          |          |           |           |         |          |         |
| Type    | Hours  | Rate       | Earnings                | YTD               | Type         | Earnings        | YTD   | Type     | Ded Amt | Type | Ded Amt | Type | Ded Amt | YTD   | Code | ST/Local | YTD |      |           |  |         |          |          |           |           |         |          |         |
| REG     | 3110   | 180000     | 55980<br>*****<br>***** | 399060            |              |                 |       |          |         |      |         | UNI  | 645     | 3685  |      |          |     |      |           |  |         |          |          |           |           |         |          |         |
|         |        |            |                         |                   |              |                 |       |          |         |      |         | INS  | 11396   | 66459 |      |          |     |      |           |  |         |          |          |           |           |         |          |         |
| 2-11-11 |        |            |                         |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     |      |           |  |         |          |          |           |           |         |          |         |
|         |        |            |                         |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     | This | Gross Pay |  | Fed Tax | S.S. Tax | Medi Tax | State Tax | Local Tax | SUI/SDI | Misc Ded | Net Pay |
|         |        |            |                         |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     | Pay  | 55980     |  | 1516    | 1872     | 647      | 1338      |           |         | 12041    | 38566   |
|         |        |            |                         |                   |              |                 |       |          |         |      |         |      |         |       |      |          |     | YTD  | 413460    |  | 16819   | 14493    | 5004     | 11568     |           |         |          | 293515  |

BEGINNING PAY PERIOD DATE: 2.1

2-11-11

O REORDER CATALOG # 6001122 & 6001152

NOBLE AUTOMOTIVE - NEWTON IA 50208

|        |       |        |  |            |  |         |  |                   |          |              |     |  |      |                 |  |       |          |  |         |         |  |      |      |          |     |  |
|--------|-------|--------|--|------------|--|---------|--|-------------------|----------|--------------|-----|--|------|-----------------|--|-------|----------|--|---------|---------|--|------|------|----------|-----|--|
| Comp # |       | Dept # |  | Employee # |  | Clock # |  | Social Security # |          | Name         |     |  |      | Pay Period      |  | Pay # | Pay Date |  | Check # |         |  |      |      |          |     |  |
| 1      |       | 04     |  | 91011      |  |         |  |                   |          | ROBERT C HAM |     |  |      | ENDING 02/11/11 |  | 9     | 02/18/11 |  | 4668    |         |  |      |      |          |     |  |
| Type   | Hours | Rate   |  | Earnings   |  | YTD     |  | Type              | Earnings |              | YTD |  | Type | Ded Amt         |  | Type  | Ded Amt  |  | Type    | Ded Amt |  | YTD  | Code | ST/Local | YTD |  |
| REG    | 3480  | 180000 |  | 62640      |  | 473096  |  |                   |          |              |     |  |      |                 |  |       |          |  | UNI     | 645     |  | 4330 |      |          |     |  |
|        |       |        |  | *****      |  |         |  |                   |          |              |     |  |      |                 |  |       |          |  |         |         |  |      |      |          |     |  |
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BEGINNING PAY PERIOD DATE: 2.5

NOBLE AUTOMOTIVE - NEWTON IA 50208

| Emp # |       | Dept # |                         | Employee # |        | Clock # |      | Social Security # |  |     |  | Name         |         |  |      | Pay Period      |  |      | Pay #   |  | Pay Date |      | Check #  |     |  |
|-------|-------|--------|-------------------------|------------|--------|---------|------|-------------------|--|-----|--|--------------|---------|--|------|-----------------|--|------|---------|--|----------|------|----------|-----|--|
| 1     |       | 04     |                         | 91011      |        |         |      |                   |  |     |  | ROBERT C HAM |         |  |      | ENDING 02/25/11 |  |      | 11      |  | 03/04/11 |      | 4743     |     |  |
| type  | Hours | Rate   | Earnings                |            | YTD    |         | Type | Earnings          |  | YTD |  | Type         | Ded Amt |  | Type | Ded Amt         |  | Type | Ded Amt |  | YTD      | Code | ST/Local | YTD |  |
| REG   | 4390  | 180000 | 79020<br>*****<br>***** |            | 630236 |         |      |                   |  |     |  |              |         |  |      |                 |  | UNI  | 645     |  | 5620     |      |          |     |  |
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|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
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|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
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|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
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|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
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|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
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|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |
|       |       |        |                         |            |        |         |      |                   |  |     |  |              |         |  |      |                 |  |      |         |  |          |      |          |     |  |

BEGINNING PAY PERIOD DATE: 3.1

O REORDER CATALOG # 6001122 & 6001152

NOBLE AUTOMOTIVE - NEWTON IA 50208

|        |       |           |  |                         |  |          |  |                   |          |           |  |              |         |         |         |                 |         |         |      |          |     |         |  |
|--------|-------|-----------|--|-------------------------|--|----------|--|-------------------|----------|-----------|--|--------------|---------|---------|---------|-----------------|---------|---------|------|----------|-----|---------|--|
| Comp # |       | Dept #    |  | Employee #              |  | Clock #  |  | Social Security # |          |           |  | Name         |         |         |         | Pay Period      |         | Pay #   |      | Pay Date |     | Check # |  |
| 1      |       | 04        |  | 91011                   |  |          |  |                   |          |           |  | ROBERT C HAM |         |         |         | ENDING 02/18/11 |         | 10      |      | 02/25/11 |     | 4695    |  |
| Type   | Hours | Rate      |  | Earnings                |  | YTD      |  | Type              | Earnings | YTD       |  | Type         | Ded Amt | Type    | Ded Amt | Type            | Ded Amt | YTD     | Code | ST/Local | YTD |         |  |
| REG    | 4340  | 180000    |  | 78120<br>*****<br>***** |  | 551216   |  |                   |          |           |  |              |         |         |         | UNI             | 645     | 4975    |      |          |     |         |  |
| This   |       | Gross Pay |  | Fed Tax                 |  | S.S. Tax |  | Medi Tax          |          | State Tax |  | Local Tax    |         | SUI/SDI |         | Misc Ded        |         | Net Pay |      |          |     |         |  |
| Pay    |       | 78120     |  | 5670                    |  | 3281     |  | 1133              |          | 3281      |  |              |         |         |         | 645             |         | 64110   |      |          |     |         |  |
| YTD    |       | 565616    |  | 25837                   |  | 20884    |  | 7210              |          | 17235     |  |              |         |         |         |                 |         | 421099  |      |          |     |         |  |

BEGINNING PAY PERIOD DATE: 2.12

| Comp # | Dept #    | Employee # | Clock #                 | Social Security # | Name         | Pay Period      | Pay #   | Pay Date | Check # |      |         |      |         |      |      |          |     |
|--------|-----------|------------|-------------------------|-------------------|--------------|-----------------|---------|----------|---------|------|---------|------|---------|------|------|----------|-----|
| 1      | 04        | 91011      |                         |                   | ROBERT C HAM | ENDING 03/04/11 | 12      | 03/11/11 | 4774    |      |         |      |         |      |      |          |     |
| Type   | Hours     | Rate       | Earnings                | YTD               | Type         | Earnings        | YTD     | Type     | Ded Amt | Type | Ded Amt | Type | Ded Amt | YTD  | Code | ST/Local | YTD |
| REG    | 3580      | 180000     | 64440<br>*****<br>***** | 694676            |              |                 |         |          |         |      |         | UNI  | 645     | 6265 |      |          |     |
| 2.5    |           |            |                         |                   |              |                 |         |          |         |      |         |      |         |      |      |          |     |
| This   | Gross Pay | Fed Tax    | S.S. Tax                | Medi Tax          | State Tax    | Local Tax       | SUI/SDI | Misc Ded | Net Pay |      |         |      |         |      |      |          |     |
| Pay    | 64440     | 3618       | 2707                    | 934               | 2490         |                 |         | 645      | 54046   |      |         |      |         |      |      |          |     |
| YTD    | 709076    | 35260      | 26910                   | 9290              | 23058        |                 |         |          | 539917  |      |         |      |         |      |      |          |     |

BEGINNING PAY PERIOD DATE: 3.1

## PROGRESS INDUSTRIES

000000062588

| EMPLOYEE ID | EMPLOYEE NAME |       |          | DATE       | VACATION | SICK         | SOCIAL SEC. NO. | START PERIOD | END PERIOD   |       |                    |              |                  |  |
|-------------|---------------|-------|----------|------------|----------|--------------|-----------------|--------------|--------------|-------|--------------------|--------------|------------------|--|
| 7649        | SUSAN A. HAM  |       |          | 02/18/2011 | 0.00     | 40.00        |                 | 01/31/2011   | 02/13/2011   |       |                    |              |                  |  |
| EARNINGS    |               |       |          | TAXES      |          |              | DEDUCTIONS      |              | BENEFITS     |       |                    |              |                  |  |
| CODE        | RATE          | HOURS | AMOUNT   | CODE       | WITHHELD | YEAR-TO-DATE | CODE            | AMOUNT       | YEAR-TO-DATE | CODE  | AMOUNT             | YEAR-TO-DATE |                  |  |
| HRLY        | \$11.75       | 79.08 | \$929.19 | FICA       |          |              | DTFPRE          | \$7.50       | \$15.00      | FVIS  | \$9.14             | \$18.28      |                  |  |
| OVERT       | \$17.62       | 2.25  | \$39.66  | MED.       | \$12.60  | \$48.72      | HIFFPRE         | \$92.50      | \$185.00     | UFDEN | \$32.50            | \$65.00      |                  |  |
|             |               |       |          | S.S.       | \$36.49  | \$141.12     |                 |              |              | UFHLT | \$596.26           | \$1,192.52   |                  |  |
|             |               |       |          | FEDERAL    | \$28.04  | \$100.60     |                 |              |              |       |                    |              |                  |  |
|             |               |       |          | STATE      |          |              |                 |              |              |       |                    |              |                  |  |
|             |               |       |          | IA         | \$26.00  | \$96.00      |                 |              |              |       |                    |              |                  |  |
|             |               |       |          | LOCAL      |          |              |                 |              |              |       |                    |              |                  |  |
|             |               |       |          |            |          |              |                 |              |              |       | \$637.90           |              |                  |  |
|             |               |       |          |            |          |              |                 |              |              |       |                    |              |                  |  |
|             |               |       |          |            |          |              |                 |              |              |       | GROSS YEAR-TO-DATE |              | NET YEAR-TO-DATE |  |
|             |               |       |          |            |          |              |                 |              |              |       | \$3,559.72         |              | \$2,973.28       |  |
|             |               |       |          |            |          |              |                 |              |              |       |                    |              | NET PAY          |  |
|             |               |       |          |            |          |              |                 |              |              |       |                    |              | \$765.72         |  |
| TOTAL       |               | 81.33 | \$968.85 |            | \$103.13 |              |                 | \$100.00     |              |       |                    |              |                  |  |

[illegible]

# Progress Industries - Direct Deposit Payroll

Direct Deposit Advice Slip

| Direct Deposit Advice Slip |         |               |          |         |          |              |            |        |                 |                    |            |                  |
|----------------------------|---------|---------------|----------|---------|----------|--------------|------------|--------|-----------------|--------------------|------------|------------------|
| EMPLOYEE ID                |         | EMPLOYEE NAME |          |         |          | DATE         | VACATION   | SICK   | SOCIAL SEC. NO. | START PERIOD       | END PERIOD |                  |
| 7649                       |         | SUSAN A. HAM  |          |         |          | 01/07/2011   | 0.00       | 0.00   |                 | 12/20/2010         | 01/02/2011 |                  |
| EARNINGS                   |         |               |          | TAXES   |          |              | DEDUCTIONS |        |                 | BENEFITS           |            |                  |
| CODE                       | RATE    | HOURS         | AMOUNT   | CODE    | WITHHELD | YEAR-TO-DATE | CODE       | AMOUNT | YEAR-TO-DATE    | CODE               | AMOUNT     | YEAR-TO-DATE     |
| HRLY                       | \$10.75 | 60.24         | \$647.59 | FICA    | \$9.39   | \$9.39       |            |        |                 |                    |            |                  |
|                            |         |               |          | MED.    | \$27.20  | \$27.20      |            |        |                 |                    |            |                  |
|                            |         |               |          | S.S.    | \$5.91   | \$5.91       |            |        |                 |                    |            |                  |
|                            |         |               |          | FEDERAL | \$13.00  | \$13.00      |            |        |                 |                    |            |                  |
|                            |         |               |          | STATE   |          |              |            |        |                 |                    |            |                  |
|                            |         |               |          | IA      |          |              |            |        |                 |                    |            |                  |
|                            |         |               |          | LOCAL   |          |              |            |        |                 |                    |            |                  |
| TOTAL                      |         |               |          |         |          |              |            |        |                 | GROSS YEAR-TO-DATE |            | NET YEAR-TO-DATE |
|                            |         |               |          |         |          |              |            |        |                 | \$647.59           |            | \$592.09         |
|                            |         |               |          |         |          |              |            |        |                 |                    |            | NET PAY          |
|                            |         |               |          |         |          |              |            |        |                 |                    |            | \$592.09         |

024

## PROGRESS INDUSTRIES

1017 E. 7th St. N.  
P.O. Box 1449  
Newton, Iowa 50208-1449  
641-792-6119

USBANK  
33-54-730

DD067989

DATE

AMOUNT

01/07/2011

\$592.09

Five Hundred Ninety Two Dollars And 09 Cents

PAY

TO THE

ORDER SUSAN A. HAM

OF 3862 S 76TH AVENUE EAST

REASNOR IA 50232

# NON-NEGOTIABLE

Per your authorization, Progress Industries has deposited your paycheck to the financial institution of your choice.

MP

## Progress Industries - Direct Deposit Payroll

### Deposit Information

| Bank      | Account    | Amount   | Trx Code |
|-----------|------------|----------|----------|
| 073000545 | 2918052982 | \$592.09 | 22       |

# Progress Industries - Direct Deposit Payroll

Direct Deposit Advice Slip

| EMPLOYEE ID |         |       |          | EMPLOYEE NAME |          |              | DATE       | VACATION | SICK         | SOCIAL SEC. NO.    | START PERIOD | END PERIOD       |
|-------------|---------|-------|----------|---------------|----------|--------------|------------|----------|--------------|--------------------|--------------|------------------|
| 7649        |         |       |          | SUSAN A. HAM  |          |              | 01/21/2011 | 0.00     | 0.00         |                    | 01/03/2011   | 01/16/2011       |
| EARNINGS    |         |       |          | TAXES         |          |              | DEDUCTIONS |          |              | BENEFITS           |              |                  |
| CODE        | RATE    | HOURS | AMOUNT   | CODE          | WITHHELD | YEAR-TO-DATE | CODE       | AMOUNT   | YEAR-TO-DATE | CODE               | AMOUNT       | YEAR-TO-DATE     |
| HRLY        | \$10.75 | 80.00 | \$860.00 | FICA          | \$14.51  | \$23.90      |            |          |              |                    |              |                  |
| OVERT       | \$16.12 | 8.74  | \$140.93 | MED.          | \$42.04  | \$69.24      |            |          |              |                    |              |                  |
|             |         |       |          | S.S.          | \$41.25  | \$47.16      |            |          |              |                    |              |                  |
|             |         |       |          | FEDERAL       | \$33.00  | \$46.00      |            |          |              |                    |              |                  |
|             |         |       |          | STATE         |          |              |            |          |              |                    |              |                  |
|             |         |       |          | IA            |          |              |            |          |              |                    |              |                  |
|             |         |       |          | LOCAL         |          |              |            |          |              |                    |              |                  |
| TOTAL       |         |       |          |               |          |              |            |          |              | GROSS YEAR-TO-DATE |              | NET YEAR-TO-DATE |
|             |         |       |          |               |          |              |            |          |              | \$1,648.52         |              | \$1,462.22       |
|             |         |       |          |               |          |              |            |          |              |                    |              | NET PAY          |
|             |         |       |          |               |          |              |            |          |              |                    |              | \$870.13         |

024

## PROGRESS INDUSTRIES

1017 E. 7th St. N.  
P.O. Box 1449  
Newton, Iowa 50208-1449  
641-792-6119

USBANK  
33-54-730

DD068178

DATE

01/21/2011

AMOUNT

\$870.13

Eight Hundred Seventy Dollars And 13 Cents

PAY

TO THE

ORDER SUSAN A. HAM

OF 3862 S 76TH AVE E

REASNOR IA 50232

# NON-NEGOTIABLE

Per your authorization, Progress Industries has deposited your  
paycheck to the financial institution of your choice.

MP

## Progress Industries - Direct Deposit Payroll

### Deposit Information

| Bank      | Account    | Amount   | Trx Code |
|-----------|------------|----------|----------|
| 073000545 | 2918052982 | \$870.13 | 22       |

# Progress Industries - Direct Deposit Payroll

Direct Deposit Advice Slip

| Direct Deposit Advice Slip |         |               |          |         |          |              |            |          |                 |              |                    |              |                  |
|----------------------------|---------|---------------|----------|---------|----------|--------------|------------|----------|-----------------|--------------|--------------------|--------------|------------------|
| EMPLOYEE ID                |         | EMPLOYEE NAME |          |         |          | DATE         | VACATION   | SICK     | SOCIAL SEC. NO. | START PERIOD | END PERIOD         |              |                  |
| 7649                       |         | SUSAN A. HAM  |          |         |          | 02/04/2011   | 0.00       | 40.00    |                 | 01/17/2011   | 01/30/2011         |              |                  |
| EARNINGS                   |         |               |          | TAXES   |          |              | DEDUCTIONS |          |                 | BENEFITS     |                    |              |                  |
| CODE                       | RATE    | HOURS         | AMOUNT   | CODE    | WITHHELD | YEAR-TO-DATE | CODE       | AMOUNT   | YEAR-TO-DATE    | CODE         | AMOUNT             | YEAR-TO-DATE |                  |
| HRLY                       | \$11.75 | 77.08         | \$905.69 | FICA    | \$12.22  | \$36.12      | DTFPRE     | \$7.50   | \$7.50          | EVIS         | \$9.14             | \$9.14       |                  |
| OVERT                      | \$17.62 | 2.08          | \$36.66  | MED.    | \$35.39  | \$104.63     | HIFPRE     | \$92.50  | \$92.50         | UFDEN        | \$32.50            | \$32.50      |                  |
|                            |         |               |          | S.S.    | \$25.40  | \$72.56      |            |          |                 | UFHLT        | \$596.26           | \$596.26     |                  |
|                            |         |               |          | FEDERAL | \$24.00  | \$70.00      |            |          |                 | VELIFE       | \$0.36             | \$0.36       |                  |
|                            |         |               |          | STATE   |          |              |            |          |                 |              |                    |              |                  |
|                            |         |               |          | IA      |          |              |            |          |                 |              |                    |              |                  |
|                            |         |               |          | LOCAL   |          |              |            |          |                 |              |                    |              |                  |
|                            |         |               |          |         |          |              |            |          |                 |              | \$638.26           |              |                  |
|                            |         |               |          |         |          |              |            |          |                 |              | GROSS YEAR-TO-DATE |              | NET YEAR-TO-DATE |
|                            |         |               |          |         |          |              |            |          |                 |              | \$2,590.87         |              | \$2,207.56       |
|                            |         |               |          |         |          |              |            |          |                 |              |                    |              | NET PAY          |
|                            |         |               |          |         |          |              |            |          |                 |              |                    |              | \$745.34         |
| TOTAL                      |         | 79.16         | \$942.35 |         | \$97.01  |              |            | \$100.00 |                 |              |                    |              |                  |

024

## PROGRESS INDUSTRIES

1017 E. 7th St. N.  
P.O. Box 1449  
Newton, Iowa 50208-1449  
641-792-6119

USBANK  
33-54-730

DD068414

DATE

02/04/2011

AMOUNT

\$745.34

Seven Hundred Forty Five Dollars And 34 Cents

PAY

TO THE

ORDER SUSAN A. HAM

OF 3862 S 76TH AVE E

REASNOR IA 50232

# NON-NEGOTIABLE

Per your authorization, Progress Industries has deposited your  
paycheck to the financial institution of your choice.

MP

## Progress Industries - Direct Deposit Payroll

### Deposit Information

| Bank      | Account    | Amount   | Trx Code |
|-----------|------------|----------|----------|
| 073000545 | 2918052982 | \$745.34 | 22       |



# Progress Industries - Direct Deposit Payroll

Direct Deposit Advice Slip

|                            |         |               |          |         |          |              |            |          |                 |              |                    |              |                  |  |
|----------------------------|---------|---------------|----------|---------|----------|--------------|------------|----------|-----------------|--------------|--------------------|--------------|------------------|--|
| Direct Deposit Advice Slip |         |               |          |         |          |              |            |          |                 |              |                    |              |                  |  |
| EMPLOYEE ID                |         | EMPLOYEE NAME |          |         |          | DATE         | VACATION   | SICK     | SOCIAL SEC. NO. | START PERIOD | END PERIOD         |              |                  |  |
| 7649                       |         | SUSAN A. HAM  |          |         |          | 03/04/2011   | 0.00       | 40.00    |                 | 02/14/2011   | 02/27/2011         |              |                  |  |
| EARNINGS                   |         |               |          | TAXES   |          |              | DEDUCTIONS |          |                 | BENEFITS     |                    |              |                  |  |
| CODE                       | RATE    | HOURS         | AMOUNT   | CODE    | WITHHELD | YEAR-TO-DATE | CODE       | AMOUNT   | YEAR-TO-DATE    | CODE         | AMOUNT             | YEAR-TO-DATE |                  |  |
| HRLY                       | \$12.00 | 70.58         | \$846.96 | FICA    | \$11.99  | \$60.71      | DTPPRE     | \$7.50   | \$22.50         | FVIS         | \$9.14             | \$27.42      |                  |  |
| HRLY                       | \$11.75 | 6.75          | \$79.31  | MED.    | \$34.74  | \$175.86     | WIFPRE     | \$92.50  | \$277.50        | UPDEN        | \$32.50            | \$97.50      |                  |  |
|                            |         |               |          | S.S.    | \$23.80  | \$124.40     |            |          |                 | UPHLT        | \$596.26           | \$1,788.78   |                  |  |
|                            |         |               |          | FEDERAL | \$23.00  | \$119.00     |            |          |                 | YELIFE       | \$0.72             | \$1.08       |                  |  |
|                            |         |               |          | STATE   |          |              |            |          |                 |              |                    |              |                  |  |
|                            |         |               |          | IA      |          |              |            |          |                 |              |                    |              |                  |  |
|                            |         |               |          | LOCAL   |          |              |            |          |                 |              |                    |              |                  |  |
|                            |         |               |          |         |          |              |            |          |                 |              | \$638.62           |              |                  |  |
|                            |         |               |          |         |          |              |            |          |                 |              | GROSS YEAR-TO-DATE |              | NET YEAR-TO-DATE |  |
|                            |         |               |          |         |          |              |            |          |                 |              | \$4,485.99         |              | \$3,706.02       |  |
|                            |         |               |          |         |          |              |            |          |                 |              |                    |              | NET PAY          |  |
|                            |         |               |          |         |          |              |            |          |                 |              |                    |              | \$732.74         |  |
| TOTAL                      |         | 77.33         | \$926.27 |         | \$93.53  |              |            | \$100.00 |                 |              |                    |              |                  |  |

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## PROGRESS INDUSTRIES

1017 E. 7th St. N.  
P.O. Box 1449  
Newton, Iowa 50208-1449  
641-792-6119

USBANK  
33-54-730

DD068840

DATE

03/04/2011

AMOUNT

\$732.74

Seven Hundred Thirty Two Dollars And 74 Cents

PAY

TO THE

ORDER SUSAN A. HAM

OF 3862 S 76TH AVE E

REASNOR IA 50232

# NON-NEGOTIABLE

Per your authorization, Progress Industries has deposited your paycheck to the financial institution of your choice.

MP


## Progress Industries - Direct Deposit Payroll

### Deposit Information

| Bank      | Account  | Amount   | Trx Code |
|-----------|----------|----------|----------|
| 091408734 | 11402642 | \$732.74 | 22       |

|                                    |                                     |                                 |  |                             |
|------------------------------------|-------------------------------------|---------------------------------|--|-----------------------------|
| Employee File #<br><b>0582</b>     | Company Name<br><b>NEWTON YMCA</b>  |                                 | <b>SUSAN A HAM</b><br>3862 S 76TH AVE E<br>REASNOR, IA 50232 |                             |
| Co.#<br><b>YMCA</b>                | Dept.#                              | Class #                         |  |                             |
| Period Start<br><b>NOV 15,2010</b> | Period Ending<br><b>NOV 28,2010</b> | Check Date<br><b>DEC 3,2010</b> | FWD<br>M 05<br>ST= M 00                                      | Check No.<br><b>0013866</b> |
|                                    |                                     |                                 | NET PAY<br>***** <b>14.78</b>                                |                             |

| EARNINGS                |       |        |        | TAXES         |        | DEDUCTIONS    |        | YEAR TO DATE |        |
|-------------------------|-------|--------|--------|---------------|--------|---------------|--------|--------------|--------|
| DESCRIPTION             | HOURS | RATE   | AMOUNT | DESCRIPTION   | AMOUNT | DESCRIPTION   | AMOUNT | DESCRIPTION  | AMOUNT |
| REGULAR                 | 2.00  | 8.0000 | 16.00  | FICA          | 0.99   |               |        | GROSS        | 458.57 |
|                         |       |        |        | MEDFICA       | 0.23   |               |        | FICA         | 28.43  |
|                         |       |        |        |               |        |               |        | MEDFICA      | 6.65   |
| GROSS PAY 2.00 \$ 16.00 |       |        |        | TOTAL \$ 1.22 |        | TOTAL \$ 0.00 |        |              |        |

|                                   |                                     |                                  |  |  |  |
|-----------------------------------|-------------------------------------|----------------------------------|--|--|--|
| Employee File #<br><b>0582</b>    | Company Name<br><b>NEWTON YMCA</b>  |                                  |  | <b>SUSAN A HAM</b><br>3862 S 76TH AVE E<br>REASNOR, IA 50232 |  |
| Club Div #<br><b>YMCA</b>         | Dept #                              | Class #                          |  |  |  |
| Period Start<br><b>FEB 7,2011</b> | Period Ending<br><b>FEB 20,2011</b> | Check Date<br><b>FEB 25,2011</b> |  |  |  |

| EARNINGS                 |       |        |        | TAXES         |        | DEDUCTIONS    |        | YEAR TO DATE |        |
|--------------------------|-------|--------|--------|---------------|--------|---------------|--------|--------------|--------|
| DESCRIPTION              | HOURS | RATE   | AMOUNT | DESCRIPTION   | AMOUNT | DESCRIPTION   | AMOUNT | DESCRIPTION  | AMOUNT |
| REGULAR                  | 11.25 | 7.2500 | 81.56  | FICA          | 3.77   |               |        | GROSS        | 414.19 |
| REGULAR                  | 1.00  | 8.0000 | 8.00   | MEDFICA       | 1.30   |               |        | FICA         | 17.40  |
|                          |       |        |        |               |        |               |        | MEDFICA      | 6.01   |
| GROSS PAY 12.25 \$ 89.56 |       |        |        | TOTAL \$ 5.07 |        | TOTAL \$ 0.00 |        |              |        |

|                                    |                                    |                                  |                                    |  |  |
|------------------------------------|------------------------------------|----------------------------------|------------------------------------|--|--|
| Employee File #<br><b>0582</b>     | Company Name<br><b>NEWTON YMCA</b> |                                  |                                    | <b>SUSAN A HAM</b><br>3862 S 76TH AVE E<br>REASNOR, IA 50232 |  |
| Co.#<br><b>YMCA</b>                | Div.#                              | Dept.#                           | Clock #                            | Check No. <b>0014123</b> NET PAY <b>*****146.19</b>          |  |
| Period Start<br><b>JAN 24,2011</b> | Period Ending<br><b>FEB 6,2011</b> | Check Date<br><b>FEB 11,2011</b> | FW= <b>M 05</b><br>ST= <b>M 00</b> |  |  |

### EARNINGS

### TAXES

### DEDUCTIONS

### YEAR TO DATE

| DESCRIPTION | HOURS | RATE   | AMOUNT | DESCRIPTION | AMOUNT | DESCRIPTION | AMOUNT | DESCRIPTION | AMOUNT |
|-------------|-------|--------|--------|-------------|--------|-------------|--------|-------------|--------|
| REGULAR     | 14.75 | 7.2500 | 106.94 | FICA        | 6.50   |             |        | GROSS       | 324.63 |
| REGULAR     | 6.00  | 8.0000 | 48.00  | MEDFICA     | 2.25   |             |        | FICA        | 13.63  |
|             |       |        |        |             |        |             |        | MEDFICA     | 4.71   |

|                                  |                      |                      |
|----------------------------------|----------------------|----------------------|
| <b>GROSS PAY 20.75 \$ 154.94</b> | <b>TOTAL \$ 8.75</b> | <b>TOTAL \$ 0.00</b> |
|----------------------------------|----------------------|----------------------|

|                                    |                                     |                                  |   |  |                              |
|------------------------------------|-------------------------------------|----------------------------------|---|--|------------------------------|
| Employee File #<br><b>0582</b>     | Company Name<br><b>NEWTON YMCA</b>  |                                  |   | <b>SUSAN A HAM</b><br>3862 S 76TH AVE E<br>REASNOR, IA 50232 |                              |
| Co #<br><b>YMCA</b>                | Dept #                              | Check #                          | [REDACTED]                                |  |                              |
| Period Start<br><b>JAN 10,2011</b> | Period Ending<br><b>JAN 23,2011</b> | Check Date<br><b>JAN 28,2011</b> | FIVE<br>SIX<br><b>M 05</b><br><b>M 00</b> | Check No.<br><b>0014071</b>                                  | NET PAY<br><b>*****99.19</b> |

### EARNINGS


### TAXES

### DEDUCTIONS


### YEAR TO DATE

| DESCRIPTION | HOURS | RATE   | AMOUNT | DESCRIPTION | AMOUNT | DESCRIPTION | AMOUNT | DESCRIPTION | AMOUNT |
|-------------|-------|--------|--------|-------------|--------|-------------|--------|-------------|--------|
| REGULAR     | 14.50 | 7.2500 | 105.13 | FICA        | 4.42   |             |        | GROSS       | 169.69 |
|             |       |        |        | MEDFICA     | 1.52   |             |        | FICA        | 7.13   |
|             |       |        |        |             |        |             |        | MEDFICA     | 2.46   |

|                        |           |               |                 |             |                 |             |
|------------------------|-----------|---------------|-----------------|-------------|-----------------|-------------|
| <b>GROSS PAY 14.50</b> | <b>\$</b> | <b>105.13</b> | <b>TOTAL \$</b> | <b>5.94</b> | <b>TOTAL \$</b> | <b>0.00</b> |
|------------------------|-----------|---------------|-----------------|-------------|-----------------|-------------|

|                                    |                                    |                                  |  |  |                              |
|------------------------------------|------------------------------------|----------------------------------|--|--|------------------------------|
| Employee File #<br><b>0582</b>     | Company Name<br><b>NEWTON YMCA</b> |                                  |  | <b>SUSAN A HAM</b><br>3862 S 76TH AVE E<br>REASNOR, IA 50232 |                              |
| Co.#<br><b>YMCA</b>                | Deck #                             | Check #                          |  |  |                              |
| Period Start<br><b>DEC 27,2010</b> | Period Ending<br><b>JAN 9,2011</b> | Check Date<br><b>JAN 14,2011</b> | FWH<br>ET= <b>M 05</b><br><b>M 00</b>  | Check No.<br><b>0014022</b>                                  | NET PAY<br><b>*****60.91</b> |

| EARNINGS                |       |        |        | TAXES         |        | DEDUCTIONS    |        | YEAR TO DATE |        |
|-------------------------|-------|--------|--------|---------------|--------|---------------|--------|--------------|--------|
| DESCRIPTION             | HOURS | RATE   | AMOUNT | DESCRIPTION   | AMOUNT | DESCRIPTION   | AMOUNT | DESCRIPTION  | AMOUNT |
| REGULAR                 | 7.25  | 7.2500 | 52.56  | FICA          | 2.71   |               |        | GROSS        | 64.56  |
| REGULAR                 | 1.50  | 8.0000 | 12.00  | MEDFICA       | 0.94   |               |        | FICA         | 2.71   |
|                         |       |        |        |               |        |               |        | MEDFICA      | 0.94   |
| GROSS PAY 8.75 \$ 64.56 |       |        |        | TOTAL \$ 3.65 |        | TOTAL \$ 0.00 |        |              |        |

|                                    |                                     |                                  |  |  |   |
|------------------------------------|-------------------------------------|----------------------------------|--|--|---|
| Employee File #<br><b>0582</b>     | Company Name<br><b>NEWTON YMCA</b>  |                                  |  | <b>SUSAN A HAM</b><br>3862 S 76TH AVE E<br>REASNOR, IA 50232 |   |
| Co.#<br><b>YMCA</b>                | Dept.#                              | Class #                          |  |  |   |
| Period Start<br><b>NOV 29,2010</b> | Period Ending<br><b>DEC 12,2010</b> | Check Date<br><b>DEC 17,2010</b> | FWW<br><b>M 05</b>   | ST<br><b>M 00</b>  | Check No. <b>0013917</b><br>NET PAY <b>*****29.84</b> |

| EARNINGS                |       |        |        | TAXES         |        | DEDUCTIONS    |        | YEAR TO DATE |        |
|-------------------------|-------|--------|--------|---------------|--------|---------------|--------|--------------|--------|
| DESCRIPTION             | HOURS | RATE   | AMOUNT | DESCRIPTION   | AMOUNT | DESCRIPTION   | AMOUNT | DESCRIPTION  | AMOUNT |
| REGULAR                 | 2.25  | 7.2500 | 16.31  | FICA          | 2.00   |               |        | GROSS        | 490.88 |
| REGULAR                 | 2.00  | 8.0000 | 16.00  | MEDFICA       | 0.47   |               |        | FICA         | 30.43  |
|                         |       |        |        |               |        |               |        | MEDFICA      | 7.12   |
| GROSS PAY 4.25 \$ 32.31 |       |        |        | TOTAL \$ 2.47 |        | TOTAL \$ 0.00 |        |              |        |